App.F.IX-4]

1923 .4

File No. 210/23

Previous References. (

Serial Nos. Notes.

Later references.

GENERAL AND REVENUE SECRETARIAT.

~~*Serial Nos.*~~ Notes.

Part B for Oct 1923

SUBJECT

Recruitment to the Gazetted rank of the Police Department.

(For Disposal at an early Meeting)

No. C. 261

9 1922-3.

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause xxvii of the schedule.)

Recruitment to the Gazetted rank of the Police Department.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

9th December 1922.

Chief Secretary to Government.

Extraordinary Member of Council.

4845-387. 11/12/22 **First Member of Council.** Seen 12.12.22

3850 12-12-22 **Second Member of Council.** Recommended 17/12

Third Member of Council.

CB-1714

G. R. S. III-21

General and Revenue Secretariat. | File No. of 19

Serial No.

Recruitment to the Gazetted rank of the Police Department.

....

1) In his note on the reorganisation of the Mysore Civil Service dated 1st March 1919, the present Dewan remarked as follows:--

(14.) "In practice, the combination of departments (effected in 1906) has affected the homogeneity of the service and led to difficulties in allocating officers to the several branches of the service. The Heads of the special departments such as the Police, Excise and Judicial, have been repeatedly urging the necessity of making these departments self contained and dissociating them from the Civil Service.

(15). My own impression is that the departments which are large enough to be maintained on a self-contained basis should be separated as far as - - - possible and that the Civil Service should be restricted to officers of the general administration and the Revenue Department. These are the days of specialisation and the tendency should be to - - - provide a means of leavening the administration of important departments by the introduction of fresh blood from time to time, but not to make it a rule that all higher appointments of any department should be recruited from the Civil Service. The Civil Service should keep up a high standard, provide the best brains and yet at the same time not look to every place in the service of the State

NOTE—Contn. sheet.

Serial No.

as its special right. A limited number of Civil Service officers may be sent to the several departments for purposes of training or for maintaining a high standard of efficiency.

(24) Of the 12 posts of Superintendents' grade one half may be reserved for Assistant Commissioners and the remainder thrown open to the members of the force."

(44) I would suggest that no Assistant Commissioner should be drafted to a technical department until he has put in five years' service in the general line and then he should be transferred for a period of 3 years only."

2) The present 2nd Member in a minute dated 31st March 1919 on the above proposals said:--

"The Police Department cannot be treated as a special or technical department so long as Deputy Commissioners remain heads of the District Police. In a small State like this, the office of the Inspector-General of Police will have to be thrown open to the Deputy Commissioners. But the Deputy Commissioners who have served in the Police line as Assistant Commissioners will have to be preferred. For the non-civilian Superintendent, one appointment of a Senior Superintendent on - - - - Rs.500--700 may be created. Of the 11 appointments of the grade of Assistant Commissioners in the Police Department, six may be reserved for - - - civilians and the remaining five for Police - - - - Inspectors."

Serial No.

3) When these proposals were considered in Council, it decided that 5 posts of Superintendents be reserved for civilians and that men with 5 years' experience, preferably men with magisterial service should be posted.

4) The draft G.O. of June 1919 on the reorganisation of the Mysore Civil Service accordingly provided as follows:--

"(5) The amalgamation of the Departmental cadres which was effected in 1906 has affected the homogeneity of the Civil Service and led to difficulties in allocating officers to its several branches. The Heads of some of the special departments, such as the Police, Excise, and Judicial have from time to time urged the necessity of making these departments self-contained and dissociating them from the Civil Service. Such a complete separation, however, will tend to lower administrative efficiency and it is necessary to keep the work of the minor services in touch with the general machinery of the administration." Government have carefully considered the question in all its aspects and are of the opinion that the function of the Civil Service should be to provide a highly trained staff for general administrative posts in the minor service. x x x x. A few posts only in the other (than General Administration, Revenue and Magistracy) Departments will be included in the Civil Service Cadre to afford scope for varied training to the Civil Service officers and at the same time to

Serial No.

enable those departments to maintain a high degree of efficiency.

⑥ Applying these principles and taking fully into consideration all the requirements of the main departments of administration, Government are now pleased to redistribute the Gazetted posts in the several departments and fix the Civil Service Cadre as follows:--

(e) Police.--Of the twelve posts of the Superintendents' grade, excluding the Superintendent, Kolar Gold Fields, five will be reserved for - - - - Assistant Commissioners and the others thrown open to the members of the force. Members of the Civil Service with not less than 5 years' service, preferably those with magisterial experience, will ordinarily be posted to that department. Out of the seven appointments open to the members of the force one will be designated Senior Superintendent of Police and will have the same scale of pay as that of a Senior Assistant Commissioner."

5) Mr. K.R.Srinivasa Iyengar, when Member of Council, commenting on the above draft order said in September 1919:--

"I have always been of opinion that in these days of specialisation, the amalgamation made in 1906 has not been conducive to the efficiency of the administration x x x. I heartily welcome the proposal to form a separate cadre for each department consisting of officers specially trained in, or recruited for the work of that Department and at

Serial No.

the same time to reserve a few places in each Department for the Civilian Assistant Commissioners so as to serve the double object of (1) affording scope for the training of these officers in the special work of these departments with a view to make them better fitted for appointments in the Secretariat &c., as well as for the higher administrative posts in the several departments, and (2) enabling the officers of these departments who are generally apt to move in a narrow groove to take a broader and more liberal outlook of things by association with the Civil Service officers with their wider range of administrative experience. The number of places to be thus reserved in each department for the men borne on the Civil Service Cadre, should, however, be the minimum required to secure the above objects. x x x. Such a number should not generally exceed about 25 or 30 per cent of the total number of appointments in these departments.

(2) Recruitment to the non-civil service cadre need not necessarily be confined to men promoted from subordinate ranks in the departments concerned. Direct recruitment may be made in each department by appointing as Probationers, whenever necessary, distinguished graduates by nomination or on the results of a competitive examination. The advantage of such separate direct recruitment for each Department is that, while we shall secure for the department almost quite a good men as for the Civil Service, the officers so recruited having no claim for a

Serial No.

transfer to another department, will be bound to stick to the department for which they are recruited and take their chances of promotion therein instead of always hankering for a change."

6) The late Dewan in a note dated 30th December 1920 has said:--

"I agree that the combination of all gazetted appointments in the non-technical departments of Government into one cadre (the Civil Service) - - - brought about in 1906 was a mistake and that the re-organisation of the Civil Service now should be accompanied by the allocation of certain gazetted posts in each department for being filled up by promotion from the subordinate ranks of the Department. x x x.

	Civil Service.	Departmental Gazetted service.
Police.	5	7

One of the seven will be a senior officer on the scale fixed for Senior Assistant Commissioners.

7). The above extracts give all shades of opinion and also indicate the several alternatives in respect of the number to be set apart for departmental staff and of recruitment. At present there are only 10 Superintendents, leaving out of account the Special Superintendent, Kolar Gold Fields. They are:--

9 for the 9 Districts including French Rocks and 1 Assistant to Inspector General of Police.

There are also 7 Assistant Superintendents of Police, on Rs.200/- open entirely to members of the Force. 98 Of the 10 Superintendents, 2 Messrs. - - -

NOTE—Contn. sheet.

Serial No.

R.Shama Rao and Santhaveerappa have been promoted direct from the Police Department and two others Messrs. SriNarasimha Sastry and C.Krishna Rao have been promoted mainly on account of their excellent record of work as Police Inspectors. A fifth Mr. C.Lakshmana Rao entered service as Prosecuting Inspector of Police.

There are only two officers of the Civil Service proper now in the Police Department namely Messrs. T.H.Krishna Rao and G.Sundara Rao. The remaining three are officers who had risen to the Amildari, two from the Revenue and the third from the Excise Departments and were subsequently promoted as Asst Comrs.

9) The present strength of the Police Inspectorate is as follows:--

5 on Rs.150

5 on Rs.125

15 on Rs.100

91 on less than Rs.100.

For a total number of 91 Inspectors on pay below Rs.100/-, there are at present 25 places of - - - Inspectors on pay above Rs.100/ . This compares favourably with the percentage of higher appointments open to similar officers in the other Departments. For these 25 Inspectors on Rs.100/- and above, are open 7 posts of Assistant Superintendents on Rs.200/-. Police Inspectors were once eligible for appointment as Amildars but they are not now so eligible. Therefore the chance of

Serial No.

their promotion as Assistant Commissioners through the Amildari channel is closed. In order to ensure contentment in the service and to secure a higher standard of achievement among the more promising Inspectors and Assistant Superintendents, it is now necessary to create a higher opening for them. This may be done by reserving definitely some -- places among the Superintendents for the members of the Force. The Assistant Superintendentship should be treated merely as a stage at which the most capable Inspectors can be tested in respect of their administrative capacity as distinguished from investigating or executive abilities. Once they have proved their ability there, they should be promoted as Superintendents. Assistant Superintendents' posts being on fixed pay, no capable officer can be expected to remain in it contented for any length of time.

10. The interests of general administration, administrative efficiency and maintenance of the higher tone, would appear to be served by reserving only 4 posts to really capable officers deputed from the Civil Service. As a matter of fact, it has not been possible in the past to post even this number from the Civil Service proper to the Police Department. The remaining 6 posts may be thrown open for promotion within the department itself. This, however, can only be gradually worked up to, according as vacancies occur in the Civil Service and as qualified men become - - -

Serial No.

available within the department.

11. The question raised by Mr. K.R.Srinivasa Iyengar in the extract quoted above, (para 5 supra) namely, direct recruitment in the Police Department requires consideration also. The advantages of such recruitment are obvious. It will certainly tend to improve the tone of the Force and ensure a higher degree of purity. The stage at which direct recruitment is to be made requires careful consideration. It has first to be remembered that a fair proportion of Inspectors are University graduates, and some graduates in law in addition. Secondly, if the higher class of recruits are kept too long in Taluk charges, there is risk of their losing the moral fibre by being exposed to too strong temptations. They will also run the risk of being condemned or at least harassed unduly by the old bloc which would have got into the higher grades--witness Madras experience in Stuart's scheme. On the other hand, recruitment to the Assistant Superintendent's grade direct will result in their reaching the top of the Superintendent's grade too soon and long stagnation there and consequent discontent and inefficiency. Lastly, training as Inspectors for some years is a sine qua non if these recruits are to have thorough grip over their subordinates and work, when they get into higher charges. The best course would therefore appear to to appoint such men as Police Probationers on Rs.1 attach them to taluk Inspectors for training for year, and then confirm them in a special grade

Serial No.

Rs.120-15-180 and post them for duty as Prosecuting Inspectors, or Divisional Inspectors in the two cities or Kolar Gold Fields or in special charges, such as Detective Duty, Special Reserve &c., to ensure their being under the ~~Special~~ Constant eye of the Head of the Department and getting intelligent and sympathetic guidance from Superintendents and the Inspector-General of Police instead of being left to the tender mercies of the Departmental bloc. After they reach Rs.180/- they will rise to the Assistant Superintendent's grade at the next vacancy. They would ordinarily become Assistant Superintendents in about 8 years after recruitment and Superintendents in about 12 or 13 years. They would have put in about 25 years by the time they reach the maximum of the Superintendent's grade. On the assumption that the recruits will be 20 to 25 years old at the time of first appointment, they will be 45 to 50 when they reach the maximum of the Superintendent's grade. The provision of a prize appointment of the grade of a Senior Assistant Commissioner as proposed in the previous discussions will help to avoid stagnation at the end of the service.

12. As regards proportion of such recruits, one for every four vacancies in the grades of and above Rs.100 would appear to be both a fair and sufficient proportion. The subordinate ranks cannot complain of worse prospects by such recruitment, since 6 appointments in the Gazetted ranks are thrown open to them and as the percentage of higher

Serial No.

appointments available for them is already much higher than those available for similar officers in other departments.

Subd with refce to personal instructions

Bn 5/12.

Chiefsecy

The above note has been prepared with refce to my personal instructions. The points for consideration are: (1) the separation of the Police dept from the general civil service (2) the no. of appointments of Supts of Police to be reserved for the civil service. (the proportion to reserved places) (3) the no. of places to be reserved for men in the dept. (the proportion to reserve the remaining 6 places. This is to enable to make up to suitable men are available, and as the Execs in the civil service are for 5 to be added) (4) the recruitment of superior class of men to the Police Dept (the proposal is to have a certain no. of probationers on Rs 100, who after ~~by~~ ~~have~~ passing qualifying may be put

Serial No.

and grades e.g. Rs 120 & 180 &
appointed Mk Supts as vacancies
occur).

a statement is prepared about this depn
Secretariat by
6/12

The question of recruitment
of these officers is one
that requires early solution
The present system has
broken down. Supts
must be given a higher
status & also must
be compelled to specialise
The changes in C in 1919
seem unstable - besides
a scheme of direct recruitment
is also in vogue
A list of permanent
Supts should be put up
with name & dept from
which recruited
& the marks awarded
at the selection &c

NOTE—Contn. sheet.

wee 6
7.12

6/12
7.12

List of ~~permanent~~ Superintendents of Police.

...

Sl. No.	N a m e .	Department in which first recruited.	Intermediate stage if any, before appointment as Superintendent.
	Permanent		
1.	Mr.S.M.Prichard, Spl. Supdt.K.G.F.	Asstt. Supdt. of Police.	~~Special Supdt.~~ Nil
2.	Mr. C. Machaiya,	Rev. Probationer.	Amildar and Asst. Commr. ~~and~~ Supdt. of Police.
3.	Mr. J. Hayes,	Excise Assistant Testor.	Amildar and Asst. Commr.
4.	Mr. P.H.Krishna Rao,	Civil Service by competition.	Asst. Commr.
5.	Mr. G. Sunda Rao,	- do.-	- do.-
	Other tenures		
6.	Mr. Sri Narasimha Sastri, p. p.	Police Inspector,	Amildar, Dist. Economic Supdt. and Supdt. of Police.
7.	Mr. C. Lakshmana Rao, p. p.	Police Prosecuting Inspector.	Amildar, Asst. Commr.
8.	Mr. R. Shama Rao, s p t.	Inspector of Police.	~~Asst. Commr.~~ Supdt. of Police.
9.	Mr. C. Krishna Rao, s p t.	do.	Amildar, s p t Asst.Commr & Supdt.of Police.
10.	Mr. C. Gopalachar, p p .	Clerk, Sectt.	Amildar, p p Asst. Commr.
11.	Mr. G. Santaveerappa, Ag. Supdt.	Rev. Deptt. (Clerk)	Police Inspector, Amildar, Dist. Ec. Supdt. & Asst. Supdt.

Chief Secy

8/12

Calculated by

9/12/27

G. R. S. III-21.

General and Revenue Secretariat. | File No. of 19 .

Serial No.

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat.

File No. of 19 .

Serial No.

in lieu his general leading & suspension as
in like case at present.

Ack
—

NOTE—Contn. sheet.

Subject. -

Recruitment to the Gazetted rank of the Police Department.

...

OPINION OF THE COUNCIL.

~~Henry~~
1 Direct recruitment
& Re Inspectorate
2 Training of Junior
Officers in A&SD's Rank
3 Raising minimum
Age of A&SD's &
400
4 Counting the
Civil service with
Re-appointments
of Police Dept.
To be taken up with
Secretariat note on W.C.S.

D/
21/12/22

12.5.1261-R

1714

Subject. -

Recruitment to the gazetted rank of the Police Department.

.....

OPINION OF THE COUNCIL.

to be brought up again for Council's consideration 24/4/25

231
8.2.24.

as the subject is now before Council, this is submitted to the Member for perusal

8/2

Seen
9/2

for orders
etc please
1-2-24. 10-2
Gen-5702.